

State Painting & Decorating Adv Comm • Madison WI
Painter And Decorator • 1-840381010-01-T
Exhibit A - Program Provisions

Approved: _____

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Hybrid, which has been established to be 6,240 hours. In addition to the specified hours, the apprentice must successfully attain the competencies described in these program provisions. Hours of labor shall be the same as established for other skilled employees in the trade.

PROBATIONARY PERIOD: The probationary period shall be the first 6 months of employment, but in no case shall it exceed twelve calendar months. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department, without adverse impact on the sponsor.

SCHOOL ATTENDANCE: The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 400 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

WORK PROCESS SCHEDULE: In order to obtain well-rounded training and thereby qualify as a skilled worker in the trade, the apprentice shall have experience and training in the following areas and shall demonstrate competency, as specified herein. This instruction and experience shall include the following operations but not necessarily in the sequence given. Time spent on specific operations need not be continuous.

Work Process Description Approximate Hours

(Min - Max)

Health and Safety Awareness

300 – 450

Don (put on), doff (remove), inspect, and maintain the proper PPE that should be worn during painting and decorating application.

Perform a job analysis for safe working conditions

Safely demonstrate the proper use and maintenance of tools and equipment.

Maintain clean work areas (housekeeping).

Demonstrate how to perform positive and negative fit checks on selected respirators.

Use selected monitoring equipment to measure the atmosphere in a confined space.

Recognize the symptoms associated with excess exposure to heat and cold.

Store, handle, and transport tools, equipment and materials properly.

Identify the locations of First Aid and Fire Equipment.

Correctly use fall arresting and other fall protection equipment.

Demonstrate safe work practices for erecting and dismantling scaffolds, including: pre-planning, inspecting scaffold components, load capacity, platform construction, access requirements, and fall protection.

Demonstrate a pre-inspection and the safe operation of an aerial lift.

Describe and demonstrate the proper use of various types of personal fall protection equipment.

Describe and demonstrate the steps of ladder safety, including: selection, inspection, set-up, safe techniques and proper maintenance and storage.

Introduction to the Painting and Decorating Trade

800 – 1000

Demonstrate the characteristics of a professional Painter-Decorator.

Demonstrate the selection and use of masking methods, tools and materials.

Demonstrate proper layout drop cloths, & plastic.
Demonstrate the proper use of spray shielding.
Demonstrate knowledge of wrapping methods and materials.
Demonstrate the proper clean up, removal and disposal of protective materials used in masking operations.
Recognize and describe the application of selected masking materials.
Demonstrate/describe selected methods and materials for interior/exterior coverings.
Demonstrate how to properly mask a window with tape and paper/plastic.
Demonstrate how to spray railings.
Demonstrate how to cover from overspray.

Surface Preparation and Cleaning

800 – 1000

Demonstrate various surface preparation methods.
Demonstrate various substrate repair methods.
Demonstrate various inspection test devices.
Sand, wash, caulk, spackle and spot prime previously painted substrates in preparation for repainting.
Sand, prime, putty and caulk wood surfaces in preparation for finish coat.
Prepare new and old porous masonry surfaces for coatings.
Prepare metal substrates for coatings by utilizing selected surface prep methods.
Prepare substrate for sealant.
Estimate curing and drying times based on various ambient conditions.
Demonstrate proper start-up, operation, cleaning techniques, shutdown, and safety guidelines for typical low-pressure washers using selected accessories.
Demonstrate proper surface prep operations utilizing chemical strippers and de-glossers on both new and previously painted surfaces.
Patch and finish damaged drywall.
Sand, wash, caulk, spackle and spot prime new substrates in preparation for painting.
Demonstrate basic knowledge of various surface prep inspection tools and equipment.
Demonstrate ability to repair common paint failures using various methods of surface preparation prior to repainting operation.
Recognize and describe the uses of various preparation agents.
Demonstrate the proper use of Drywall Finishing hand and automatic tools.
Demonstrate embedding of drywall joints, angles, corner bead and nail spotting.
Properly prepare each type of compound in use on a job.
Demonstrate the application of the second drywall coat.
Demonstrate the application of the finish coat and touch up, including the use of sanding tools.
Apply textures by hand and automated methods to perform the following tasks:
Joint taping and finishing
Fastener spotting
Corner finishing
Sanding
Demonstrate the ability to patch and finish damaged drywall.
Distinguish and state a level of finish by observation.

Non-Spray Application of Coatings

800 – 1000

Apply coating (Paint, Lining, Stain, Wood Finishes, Sealers etc...) to selected surfaces using the following methods: Brush, Roller, Trowel or other hand tool.
Properly clean and store hand tools and equipment, using correct solvents.
Properly dispose of waste; paint, water, solvents, etc.

Demonstrate the ability to mix single and multi component paint, coatings, and linings.
Demonstrate the techniques for proper application of coating on various substrates.
Demonstrate the proper selection and use of hand tools required for a coating project.
Demonstrate the procedures for painting each of the following: double hung window, casement window, gutters and downspouts.
Demonstrate the procedures for painting exterior doors.
Demonstrate the procedures for painting fixed and movable shutters.

Identifying paints, coatings and Materials

300 – 500

Properly select a product based on service area and use.
Demonstrate the procedure for creating a custom tint.
Utilize various waterproofing coating systems on both horizontal and vertical surfaces.
Demonstrate the general methods used for the clean up and disposal of water-based and oil-based paints.
Demonstrate the proper selection of primers, paints and stains for various residential or commercial applications.

SPRAY PAINTING

800 – 1000

Demonstrate the ability to safely apply paints and coatings to various substrates with conventional and HVLP spray systems.
Demonstrate the ability to properly clean conventional and HVLP spray systems.
Demonstrate the ability to properly clean airless and air assisted spray systems.
Demonstrate proper utilization of inspection tools, and equipment prior to, during, and after spray operations.
Properly dispose of waste; paint, water, solvents etc. within acceptable environmental, regulatory and job specific guidelines.
Display proper spray application technique and adjustment of equipment to produce a quality finish with minimal waste and overspray.
Demonstrate ability to properly maintain spray equipment.
Demonstrate how to properly mix paint in preparation for spray painting.
Demonstrate how to use each type of spray equipment to properly apply paint to selected surfaces.
Perform cleaning and maintenance on spray equipment per the manufacturer's instructions.
Demonstrate how to measure the thickness of wet and dry paint films.
Demonstrate how to measure the viscosity of paints and coatings.
Demonstrate accurate measurements and angle calculation when striping a parking lot.
Demonstrate striping application methods using the proper tools and practices.
Demonstrate the preparation of pavement for receiving striping.
Demonstrate the use of conventional and airless spray systems during striping.

Wood finishes

150 – 350

Recognize hardwoods and softwoods.
Recognize open-grain and closed-grain woods.
Use a moisture meter to measure the moisture content of selected wood surfaces.
Demonstrate proper hand and power tool sanding techniques and cleaning of selected wood substrates.
Use bleach to lighten selected wood substrates.
Apply fillers to selected open-grained substrates.
Apply a sealer to selected wood substrates.
Apply stains to selected interior/exterior substrates.
Apply clear finishes to selected wood substrates.

Wall coverings**180 – 380**

Estimate the amount of wall covering needed using various estimating techniques.

Select the proper adhesive for a particular wall covering.

Properly mix a powdered adhesive.

Prepare a surface for wall covering.

Install selected wall coverings and borders with emphasis on working around windows, doors, light fixtures, and other obstacles.

Demonstrate the ability to install wall coverings in difficult places such as stairs, slant walls, dormers, and archways.

Recognize and correct common wall covering failures.

Correctly apply a variety of wall coverings using the proper technique when confronted with doors, windows, dormers, archways, and other architectural elements.

Abrasive Blasting**80 – 280**

Demonstrate abrasive blasting system operations including guidelines: warnings and hazards, pre-start, daily checks, start-up, operation, and shutdown.

Demonstrate the use proper use of a conventional abrasive blast system.

Demonstrate the selection of a properly fitting blast nozzle and holder.

Demonstrate basic safety in the operation of a conventional abrasive blast system.

Create a surface that meets industry standards defining an achievable surface cleanliness level.

Decorative Finishes**80 – 280**

Apply stippling and mottling finishes to properly prepared surfaces.

Apply a grained finish to a properly prepared surface.

Recognize the type of decorative finish on any surface.

Demonstrate how to prepare surfaces for application of different decorative finishes.

Use the proper tools needed to achieve special effects when applying different decorative finishes.

Prepare oil-based and water-based glazes.

Demonstrate how to make common glaze formulas (recipes).

Apply glaze coats to properly prepared surfaces using sponging, rag rolling, and cheese clothing.

Apply a marbled finish to a properly prepared surface.

Apply antiqued finishes to a properly prepared surface using methods such as rubbing with steel wool and spattering.

Paid Related Instruction**400****TOTAL****6240**

The above schedule is to include all operations and such other work as is customary in the trade.

MINIMUM COMPENSATION TO BE PAID:

DWD 295.05 Apprentice Wages (1) An apprentice contract wage scale is deemed adequate when during the term of training, it averages 60% of the current journey worker rate or skilled wage rate. The apprentice contract shall provide for a graduated wage scale progressing in periods as approved by the department.

Base skilled wage rate N/A per hour.

If at any time the base skilled wage rate rises or falls, the apprentice's wage shall be adjusted proportionately. The wage rate of apprentices employed in this trade and this firm shall be based on the base skilled wage rate stated above.

All apprentices are covered by State and Federal Wage and Hour Standard requirements. All apprentices shall be paid no less than the minimum wage established under regulations.

CREDIT PROVISIONS: The apprentice, granted credit at the start or during the term of the apprenticeship, shall be paid the wage rate of the pay period to which such credit advanced the apprentice.

Work credit hours approved:	N/A
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School credit hours approved:	
 Paid related instruction:	N/A

 Unpaid related instruction:	N/A
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Total credit hours to be applied to the term of the apprenticeship:	N/A
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SPECIAL PROVISIONS:

In addition to paid related school attendance, the apprentice hereby agrees to attend additional classes for a minimum total of 80 hours without compensation: the total number of required unpaid related instruction will be determined by the local committee. A Standard First Aid Course and OSHA training will be part of the required 80 hours of additional schooling.

An apprentice in his/her final year must participate in the Transition to Trainer course.